



Education/Workforce Development Committee

Three-Star Program

A first-class education system provides a distinct advantage in attracting new companies and in encouraging current business to grow. Strong primary and secondary education, vocational/technical schools, and higher education institutions play a large role in a community's development, but they **must** have well-equipped and maintained facilities and innovative programs at every level to meet the challenges of the future.

High-quality education is one of the most important quality-of-life indicators for a community to address, not only for the general well-being of the citizens, but for economic development as well. Making sure students and teachers have the appropriate support will help to ensure the quality of our educational institutions and the educational service they provide.

Responsibilities of Chairperson(s):

- ✓ **Form an Education Committee** with the most diverse cross-section of the community available to make an assessment of the current local education status and future needs. The following groups **should** be represented: parents, educators/administrators/teachers/counselors at all levels, students, school board members, Employers (representing all sectors), and local government.

This list is not exhaustive; a community **should** consider inviting interested parties not included here to participate.

- ✓ **Accreditation:**

Approved Tennessee Improvement Plan (TSIP)/Southern Association of Colleges and Schools Accreditation (SACS)

- ✓ **Highly Qualified Staff:**

All teacher workforce meet state licensure requirements and demonstrates "Highly Qualified Staff" requirements

- ✓ **Graduation Rate:**

Must meet or exceed the graduation rate goal of 90% as established by the State Board of Education (SBE).

✓ **Other Objectives: (Must complete at least two of the following)**

- a. Schools meet or exceed attendance rates established by the SBE.
- b. Public/Private Partnerships- Through partnerships such as Adopt-a-School and Partners-in-Education, the community can furnish the schools a pool of volunteers to help with special projects and serve as guest speakers.
- c. Offer International Baccalaureate curriculum.
- d. Offer Advanced Placement curriculum.
- e. Offer Dual Enrollment credit.
- f. Offer K-12 online learning opportunity.

✓ **Action Plan**

Develop an action plan to help overcome any deficiencies. The plan **must** include the broad - based community participation of everyone, including school board members, students, faculty & administration, parents and other community residents. It **should** recognize the need for comprehensive education programs that prepare students to make a living and encourage the development of work experience programs.

✓ **Voluntary Pre-K for Tennessee Initiative**

Your community received a Voluntary Pre-K Grant from the State of Tennessee. Both the House and Senate passed the legislation for the Voluntary Pre-K for Tennessee Act of 2005 in May of 2005. This law provides for the use of \$25 million in excess lottery dollars to establish quality pre-kindergarten classrooms through a competitive grant process. For more information about the program, visit the Governor's Pre-K Web page at <http://www.tennessee.gov/governor/prek>

✓ **Create an Adult High School**

A Tennessee Adult High School program helps individuals earn a high school diploma at their own pace in a location and at a time convenient for them. Students may attend classes on a flexible schedule while holding a job or attending to family responsibilities, and graduate when they have met the requirements. For more information on Adult High Schools in Tennessee, graduation requirements, how to initiate an Adult High School or a list of Adult High Schools in Tennessee, call 615-532-6300.

✓ **Participate in a Regional P-16 Council**

P-16 is the shorthand term for a student-focused, comprehensive and integrated system that links all education levels from preschool (P) through the senior year of college (16). It is a powerful framework for policymakers to use to improve teaching and learning and thus better prepare students for living, learning and working in a changing world.

- ✓ **Form a Local P-16 Council**
- ✓ **System-wide three-year average ACT composite score of 20**
- ✓ **Create an Education Foundation**
- ✓ **Imagination Library**
- ✓ **Tennessee Scholars**

Workforce Development

According to recent surveys, one of the greatest concerns of employers is lack of a capable workforce. Additionally, due to the rapidly changing workplace, a community **must** provide a vigorous, responsive training system to support the high skill/high wage jobs that contribute to a health economy.

- ✓ **Compile List of Skills for Jobs of the Future:** A community should provide a listing of the high skill and high growth jobs available and those being targeted as part of a work force and economic development strategy. All communities are part of a larger region and, therefore, should be able to show how partnerships and linkages are being developed and cultivated that will develop regional economies.
- ✓ **Record List of Current Providers:** Compile a list of the training providers, both public and private, at the local, regional and state levels. Obtain provider performance data from the Eligible Training Provider list provided by the Tennessee Higher Education Commission for the Department of Labor and Workforce Development at <http://www.ja.state.tn.us/thec/cbjt/PgSrchEng.jsp/>. In addition to worker retaining programs, include adult literacy, GED and apprenticeship programs. This list should be made available to all secondary schools and Career Centers in the community.
- ✓ **Create an Action Plan:** Open and maintain a dialogue with training providers, both locally and throughout the state, so that current and future needs of the community are clear. Provide a listing of training programs that have been developed as a direct result of the high skill and high wage jobs list.
- ✓ **Increase use of Career Centers:** The Career Center System is the centerpiece of all work force development activities throughout the state. To receive credit for this, the following must be available:

Increase in number of enrollees or the number of companies that are clients of the Career Centers. Link from local chamber/development district Web page to local Career Center Web page. Inclusion of at least one Career Center representative in a county board/committee such as the industrial board or economic development council.
- ✓ **Improve Participation in Workforce Employer Outreach Committees (WEOC):** These committees are set up in most counties and have quarterly meetings. They provide a direct link between the Commissioner of Labor and Workforce Development and the employers in the county.

- ✓ **Raise GED Completion and Adult Literacy Rates:** There are over 1.25 million working Tennesseans who do not have a GED. This hinders the state's ability to claim we have an educated work force that can meet the demands of the jobs in the 21st Century. The Department of Labor and Workforce Development oversees and administers the Adult Education (AE) program for the state. Communities should track and maintain data on the increasing number of GEDs awarded in a community annually. In addition, data should be available regarding the grade level equivalency of the available work force and the results of the Career Readiness Certificates that are offered through the Career Centers and the Technology Centers. Communities should also have the following:

Appropriate Location: The community must have a site conducive to the education and training of adults.

Outreach Program: A system must be in place to reach adults who need the assistance.

- ✓ **Increase Drug Free Workplace Participation:** The drug free workplace program is administered through our Workers' Compensation division and provides a discount on workers' compensation premiums and other features for participation in the program. Currently there are approximately 5,000 employers statewide participating.
- ✓ **Improve Emerging Workforce Education:** Implement strategies in the K-12 school system that will improve math and science skills and overall work force preparedness. This might include a career day for local industry to set up displays and talk with high school and/or local higher education institution students and other potential employees about career opportunities with their industry.